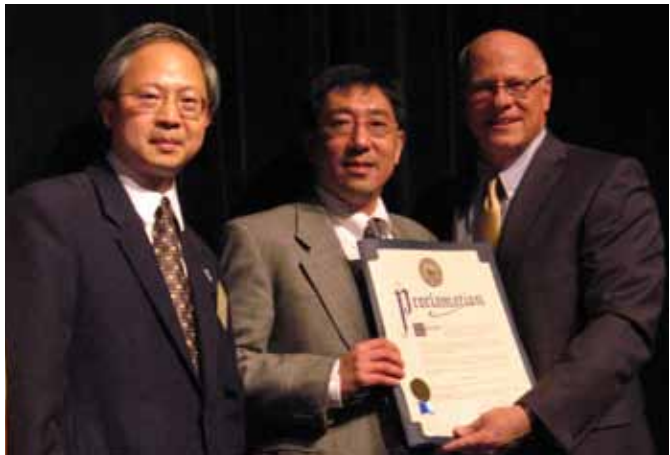


Diversity Management News



Every year Suffolk Executive Steve Levy honors an Asian-American for his or her accomplishments and contributions in science. This year, Chi-Chang Kao (center) received the award. The award was presented by Jim Young, chairman of the Suffolk County Asian American Advisory Board Award Committee (left) and Christopher Kent (right), Chief Deputy County Executive.

Asian Pacific American Association BERA Asian Pacific American Association (APAA) Celebrates Asian Pacific American Heritage Month

This past April and May, BERA APAA and many members of the BNL community enjoyed the many beautiful and diverse cultures of Asia by participating in several fun and informative events in celebration of Asian Pacific American Heritage Month.

The events included a concert given by performers Nguyen Thanh Thuy and Ngo Tra My on traditional Vietnamese stringed instruments, a visit to the Brooklyn Botanical Gardens for its annual “Hanami” Japanese cherry blossom festival, a talk by Dayamrita Chaitanya on “Compassion in Action,” a screening of the Filipino film *Panaghoysa Suba*, and another screening and discussion with the director of the film *Afghan Women: A History of Struggle*.

The final event was the Asian Pacific American Heritage Month Celebration at the Charles B. Wang Center, organized by the Asian American Advisory Board of the Suffolk County Office of Minority Affairs and the Charles B. Wang Center, in cooperation with the BNL APAA and several other local affinity organizations. Nominated by the APAA, BNL’s own Chi-Chang Kao was honored as a distinguished Asian American professional who received a proclamation from Suffolk County Executive Steve Levy at the event’s award ceremony. This gala event concluded with delectable Asian cuisine catered by several popular local Asian restaurants. All are invited to join us next May for this annual Asian American event.

The 6th annual Dr. Mow Shiah Lin Scholarship was awarded to talented graduate student, Ping Cao, of the Department of Chemistry of Stony Brook University in honor of the late Dr. Lin, a distinguished scientist at the BNL Energy Sciences and Technology Department. For more information about this year’s deserving recipient, please see http://www.bnl.gov/bnlweb/pubaf/pr/PR_display.asp?prID=1178

BWIS — Promoting Women, Advancing Science

Since 1979, Brookhaven Women in Science (BWIS) has been promoting the advancement of women in scientific and technical careers, encouraging students to consider careers in science and related fields, and assisting in the development of policies and practices that enhance the quality of life for BNL employees. BWIS administers the Renate W. Chasman Scholarship and the Gertrude Scharff-Goldhaber Award, hosts an annual career day at BNL for local high school students, sponsors lectures of scientific and general interest for both the BNL community and the general public, and initiated daycare center studies that led to establishing the Child Development Center at BNL. For more information about BWIS’s numerous accomplishments, see: <http://www.bnl.gov/BWIS/>. BWIS is supported primarily through annual membership dues. The entire BNL community – women and men, scientists and support staff – are invited to join BWIS. The yearly dues are \$10 for BNL/BSA employees and \$5 for all others (associate members). If you are interested in joining BWIS, contact one of the BWIS coordinators: Lynne Ecker, lecker@bnl.gov, or Kathy Walker, kwalker@bnl.gov.

Don’t Quit Poem

By anonymous
When things go wrong, as they sometimes will,
When the road you’re trudging seems all uphill,
When the funds are low and the debts are high,
And you want to smile, but you have to sigh,
When care is pressing you down a bit,
Rest! If you must; but don’t you quit.

Life is queer with its twists and turns,
As everyone of us sometimes learns,
And many a failure turns about
When he might have won had he stuck it out.
Don’t give up, though the pace seems slow.
You might succeed with another blow.

Often the goal is nearer than
It seem to a faint and faltering man,
Often the struggler has given up
When he might have captured the victor’s cup.
And he learned too late, when the night slipped down,
How close he was to the golden crown.

Success is failure turned inside out,
The silver tint of the clouds of doubt/
And you never can tell how close you are,
It may be near when it seems afar.
So stick to the fight when you’re hardest hit,
It’s when things seem worst that you mustn’t quit.

National Training Program — FEW

The national organization of Federally Employed Women (FEW) held its annual National Training Program (NTP) July 12 – July 16, in New Orleans, LA. This year, there were 2,500 participants/attendees. Forty-six women from BNL attended the FEW NTP Conference and Training Workshops. The overall feedback was very positive. Participants attended workshops covering topics including career management, technology and technical skills, leadership, personnel, EEO and diversity issues, as well as work, family and health issues.

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Multiple Generations at Work

Four Generations in Today’s Workplace				
Generation	Workforce (National)	Workforce (BNL)	Assets in the Workplace	Leadership Style Preferences
Traditionalists 1922-1945	8%	8%	Hardworking, stable, loyal, thorough, detail-oriented, focused and emotional maturity	Fair, consistent, clear, direct, respectful
Baby Boomers 1946-1964	44%	59%	Team perspective, dedicated, experienced, knowledgeable, service-oriented	Treat as equals, warm and caring, mission-defined, democratic approach
Generation X 1965-1980	34%	28%	Independent, adaptable, creative, techno-literate, willing to challenge the status quo	Direct, competent, genuine, informal, flexible, results-oriented, supportive of learning opportunities
Millennials 1981-2000	14%	5%	Optimistic, able to multitask, tenacious, technologically savvy, driven to learn and grow, team-oriented, socially responsible	Motivational, collaborative, positive, educational, organized, achievement-oriented, able to coach.

Source: SHRM and BNL Current Workforce Data

As you can see from the table, BNL’s workforce matches national trends with Traditionalists. Eight percent (8%) of our current workforce is age 65 and above.

At BNL, we have certainly recognized the opportunities and challenges of the multigenerational workforce and have taken steps to accommodate employee differences. For instance, the Lab has instituted the following programs:

- 1. On-site day care
- 2. Flexible work schedules
- 3. Ongoing training/professional development

The multigenerational workforce offers both challenges and opportunities. In the current labor market, the Traditionalists are delaying retirement (or returning to work), Baby Boomers are beginning to retire, Generation Xers have realigned their work/family priorities and Generation Y/Millennials are entering the workforce with distinctly different demands of their employers than those of previous generations. Managing the mixture of ages, faces, values and views is an increasingly difficult task. In their book, *Generations at Work, Managing the Clash of Veterans, Boomers, Xers and Nexters in Your Workplace*, authors Zemke, Raines and Filipczak suggest that successful companies succeed by building non-traditional workplaces that exhibit flexibility, emphasize respectful relationships and focus on retaining employees. They recommend five ways to avoid confusion and conflict at work:

- 1. **Accommodate employee differences.** Treat employees as you do your customers. Work to meet their specific needs and serve them according to their unique preferences. Accommodate personal scheduling needs, work/life balance issues and non-traditional lifestyles.
- 2. **Create workplace choices.** Allow the workplace to shape itself around the work being done, the customers being served and the people who work there. Shorten the chain of command and decrease bureaucracy.
- 3. **Operate for a sophisticated management style.** Give your direct reports the big picture, specific goals and measures. Then turn them loose. Give them feedback, rewards and recognition.
- 4. **Respect competence and initiative.** Treat everyone, from the newest recruit to the most seasoned employee, equally. Recognize that they have great things to offer and are motivated to do their best. Hire to assure a good match between people and work.
- 5. **Nourish retention.** Keeping valuable employees is as important as retaining customers. Offer lots of training, from one-on-one coaching sessions to interactive computer-based classes, and an extensive and varied classroom curriculum. Encourage lateral movement and broader assignments.

Disability Awareness

October 2010 is National Disability Awareness Month. In recognition of Disabilities Month, the BNL Americans with Disabilities Act Committee will sponsor the “Step Out Walk for Diabetes” led by the American Diabetes Association. This walk is scheduled for Sunday, October 24, at SUNY Old Westbury College. If you are interested in participating in this event, contact Margaret-Ann Douglas at Ext. 2078, mdouglas@bnl.gov or Mike Paquette, Ext. 5892, mpaquette@bnl.gov.

There are more than 18.9 million Americans with disabilities of working age, 18 through 64. The unemployment rate of Americans with disabilities is twice that of those who are not disabled. It is further estimated that only one in five Americans with disabilities works in a part or full-time job.

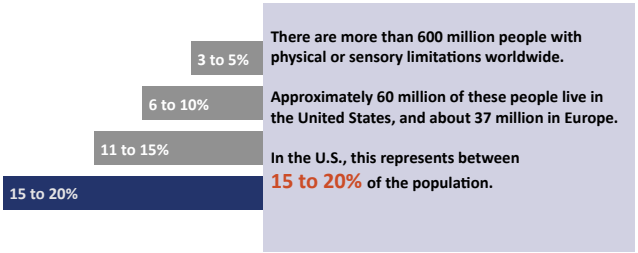
(Source: U.S. Census American Community Survey 2008 & Bureau of Labor Statistics 2010).

“Industry reports consistently rate workers with disabilities as average or above average in performance, attendance and safety, and they are more likely to remain in their jobs compared to the general workforce.”

(Source: Disability: Dispelling the Myths... U.S. Chamber of Commerce, Center for Workforce Preparation).

Consider This Question...

What percentage of the U.S. population do you think has a disability that might affect their ability to use technology?



At BNL, it is difficult to accurately report on the percentage of the population with disabilities as we rely on employees to self-identify. Since many employees prefer not to be identified as “persons with disabilities,” the current percentage tracked here is 1.06 percent.

Barriers to the Employment of People with Disabilities

- MYTH: People with disabilities cost more to employ than people without disabilities.
- MYTH: People with disabilities are not as productive as people without.
- MYTH: People with disabilities miss more than people without disabilities.
- In addition, attitudinal barriers exist.

The Return on Investment (ROI) of Hiring People with Disabilities

- People with disabilities DO NOT cost more to employ than people without disabilities.
- Disability employment research has shown that there is no significant difference between the productivity of people with disabilities and people without disabilities, particularly in knowledge-related business.
- On average, people with disabilities DO NOT miss more work.

Title I of the Americans with Disabilities Act of 1990 (ADA) prohibits employment discrimination on the basis of disability and requires reasonable accommodation of qualified individuals with disabilities. On September 25, 2008, President George Bush signed the ADA Amendments Act (ADAAA) into law, with an effective date of January 1, 2009. The ADAAA reverses decades of Supreme Court precedent in favor of significantly expanding the scope of protections under the ADA. Scores of previously uncovered employees will now qualify for protection under the Act’s amendment definitions of “disabled” and “regarded as disabled.”

The ADAAA is intended “to carry out the ADA’s objectives of providing ‘a clear and comprehensive national mandate for the elimination of discrimination’ and ‘clear, strong, enforcement standards addressing discrimination’ by reinstating a broad scope of protection under the ADA.” In its opening provisions, the ADAAA specifically repudiates both Supreme Court decisions and EEOC regulations interpreting prior statute, and criticizes those precedents for improperly narrowing the scope of the legislation’s protections. The Act further notes that, as a result of the Supreme Court precedents, “lower courts have incorrectly found in individual cases that people with a wide range of substantially limiting impairments are not people with disabilities.”

The ADAAA attempts to redirect the court’s attention away from whether an individual is disabled by loosening the restrictive definition of disability. As Congress explained, “the question of whether an individual’s impairment is a disability under the ADA should not demand extensive analysis.” The ADAAA shifts the focus and broadens protection for disabled individuals by implementing numerous changes, including:

- (1) Expanding the definition of “substantially limited” under the Act,
- (2) Broadening the definition of “major life activities,”
- (3) Eliminating consideration of mitigating measures,
- (4) Expanding the scope of “regarded as” claims, and
- (5) Providing enhanced coverage for episodic conditions.

The passage of the ADAAA has fundamentally changed much of an employer’s required analysis under the ADA. With the scope of disability vastly expanded, courts are likely to devote additional time and resources to evaluating and litigating claims under the Act. Employers are advised to review their disability policies and practices towards ensuring not only that they are in compliance with the law, but that they are adopting the best policies for their companies and their employees. For details on changes to the ADAAA, go to www.dol.gov/odep/.

(Source: ADA White Paper – Arn, Ogletree, Deakins Smoak and Steward, P.C.)

Disability Etiquette Basic Guidelines

Make reference to the person first, then the disability. Say “a person with a disability” rather than “a disabled person.”

The term “handicapped” comes from the image of a person standing on the corner with a cap in hand, begging for money. People with disabilities do not want to be the recipients of charity or pity. They want to participate equally with the rest of the community. A disability is a functional limitation that interferes with a person’s ability to walk, hear, talk, learn, etc. Use “handicap” to describe a situation or barrier imposed by society, the environment or oneself.

If the disability isn’t germane to the story or conversation, don’t mention it. Remember, a person who has a disability isn’t necessarily chronically sick or unhealthy. He or she is often just disabled.

A person is not a condition, so avoid describing a person as such. Don’t present someone as “an epileptic” or “a post polio”. Instead, say “a person with epilepsy” or “a person who has had polio.”

Provided by The National Business & Disability Council, www.nbdc.com

Meet the Diversity and Office of International Services Staff



Rosa Palmore
Supervisor/Affirmative
Action Officer



S. Kendall
Manager,
Diversity Office and
Office of International
Services



Lorraine Barry
Supervisor,
Office of International
Services



Marge Hughes
Administrative
Services Assistant



Margaret-Ann
Douglas-Miles
Sr. Diversity
Coordinator



Joseph Lee
Immigration Specialist



Christine Sanfilippo
Human Resources
Representative



Margie Goodsell
Immigration Specialist

BNL Employee Resource Groups (ERGs)



From left: Beverly Attica, James Pena, Wendy Vasquez, Courtney Cresco, Krystal Balouris, and David Rodriguez.

Hispanic Heritage Club Awards Scholarships to Six College-Bound Seniors

On June 4, 2010, the Hispanic Heritage Club awarded six \$600 scholarships to high school seniors. These annual scholarships are supported with funds from Brookhaven Science Associates and the proceeds from ticket sales at Hispanic Heritage Club events throughout the year. Since the inception of the scholarship program in 2007, the Club has honored a total of 18 high school seniors. Students from high schools in central Suffolk County can apply for these scholarships. The selection criteria include academic records, standardized test scores, essays and letters of recommendation. For more information, please visit the website at: <http://www.bnl.gov/BERA/activities/hispanic>